



TACOMA PUBLIC UTILITIES
3628 South 35th Street
Tacoma, Washington 98409-3192

To: Katie Johnston, Budget Officer
From: Alex Yoon, Utilities Deputy Director, Management Services
Date: February 26, 2024
Subject: Fiscal Impact of District Lodge #160 Yard Clerk Unit Rail Division Wage Increases for 2024-2026

Background

A tentative agreement between the City of Tacoma and the District Lodge #160 Yard Clerk bargaining unit has been reached for the contract period of January 1, 2024 through December 31, 2026.

Wages

- Effective January 1, 2024, the hourly rate for the Railway Yard Clerk (7101) classification shall be \$42.12.
- Effective January 1, 2025, the hourly rate for the Railway Yard Clerk (7101) classification shall be \$43.80.
- Effective January 1, 2026, the hourly rate for the Railway Yard Clerk (7101) classification shall be \$44.68.

One-Time Lump Sum

Each Yard Clerk employed on the date of union ratification of this Agreement will receive a one-time lump sum payment of two thousand dollars (\$2,000).

PTO Cash-Out

PTO cash-out shall be administered consistent with TMC 1.12.248.B.5(e).

VEBA - One Time Payment

Effective as soon as administratively practicable following City Council ratification of this 2024-2026 Collective Bargaining Agreement, each VEBA-eligible Yard Clerk will receive a one-time lump sum payment into their individual VEBA account in an amount equal to the employee's years of aggregate service at Tacoma Rail (calculated on the date of City Council ratification and rounded to the nearest whole number) multiplied by the 2024 monthly premium (\$1,980.71) of the City's Regence PPO plan.





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Note: There are two Yard Clerks who are eligible for the one-time lump sum payment. For the purpose of calculation, their years of service are follows:

Employee 1 – 38 years of service

Employee 2 – 16 years of service

VEBA One-Time Lump Sum Payment	
Employee 1	\$75,266.98
Employee 2	\$31,691.36

Fiscal Impact

Incremental Impact of Wage Increases				
Department/Fund	Budgeted FTE	2024	2025	2026
4500 Tacoma Rail	5.00	\$ 30,473	\$ 11,072	\$ 11,079

Summary

These wage adjustments are covered in the 2023-2024 Adopted Biennial Budget.

Concur:

Jackie Flowers, Director of Utilities, CEO

